

Presentation of Findings

New South Wales Government schools – synthesis

New South Wales schools (total)

Total returned surveys	73
Total NSW Government schools	73
% within state	100.0%

1. Which teachers are responsible for HPE in your school (eg. Classroom, specialist HPE, outsourced)?

Classroom teachers	59	(80.8%)
Classroom teachers & outsourced	10	(13.7%)
Classroom teacher & HPE specialist	4	(5.5%)

2. If HPE is outsourced please give details of what is outsourced and background/qualifications of the people who take the classes?

No details/Not Applicable	50	(68.5%)
Gymnastics program – coaches	14	(19.2%)
Dance	9	(12.3%)
Specialist coaches on occasions (golf, tennis, Zumba, gymnastics)	4	(5.5%)
Active After School Sport (qualified coaches)	2	(2.7%)
AFL program (8 weeks) NSW AFL – ball skills	2	(2.7%)
In 2 Cricket	1	(1.4%)
Sports in School Australia 10 wk program (biennial)	1	(1.4%)
Fundamental Movement Skills (1 term) - qualified company	1	(1.4%)
Women’s Health Nurse	1	(1.4%)

3. Do you prefer to have specialist HPE teachers in your school?

Yes	31	(49.2%)
No	32	(50.8%)
No details/Not Applicable	10	

Summary of comments explaining why:

Within small and rural schools many Principals stated that it was not possible or financially viable to have HPE specialists due to their rural, regional or remote location. One Principal stated that HPE specialist teachers in NSW Government schools has never been an option and therefore is not possible. While some comments were not in support of HPE specialists in schools, these were few in number, suggesting that it segmented HPE and resulted in under-skilling generalist teachers.

There were many comments supporting HPE specialists in primary schools. Principals shared that many generalist teachers were not confident or comfortable with implementing aspects of the HPE curriculum such as gymnastics and dance, which resulted in avoidance. Comments suggested quality HPE was increased by a HPE specialist teacher. This was provided through expertise, interest, consistent/regular lessons and coordination of HPE/ sport within the school. Also, it was mentioned that some generalist teachers were not able to take HPE classes due to their senior age, it enabled release from face-to-face (RFF) for classroom teachers and minimised outsourcing costs for parents.

4. If your school does have a HPE specialist teacher, do they have specific HPE qualifications

Yes	7	(35.0%)
No	13	(65.0%)
No details/Not Applicable	53	

5. On average how much time of PE (lesson) engagement do students in your school receive weekly?

None	0	
Half an hour	3	(4.1%)
1 hour	25	(34.3%)
2 hours	40	(54.8%)
3 hours or more	5	(6.8%)

6. When employing staff, do you look at the university certificate/ testamur of potential staff?

Yes	38	(53.5%)
No	33	(46.5%)
No details/Not Applicable	2	

7. When employing teachers do you peruse university transcripts of results?

Yes	11	(15.3%)
No	61	(84.7%)
No details/Not Applicable	1	

8. As a Principal, would a course that qualifies teachers to be generalist classroom teachers and HPE specialists be of value?

No	5	(6.8%)
Maybe	16	(21.9%)
Probably	24	(32.9%)
Yes	28	(38.4%)

9. Would a testamur/ certificate that read “Bachelor of Primary Education (Health and Physical Education)” assist you with the employment of staff?

No	15	(20.5%)
Maybe	29	(39.7%)
Probably	17	(23.3%)
Yes	12	(16.5%)

10. What are the key attributes of a good HPE teacher?

HPE subject knowledge & dev appropriate pedagogy	54 (mentions)
Planning/ assessment and flexibility (organised)	31
Rapport /communication and management skills	29
Passion/ interest/ enthusiasm (children)	29
Cater for all learning needs (empathy & support)	15
Good teacher/classroom	15
Engage students & fun	10
Introduce a variety of physical activities	9
Team player/ team work/collaboration	5
Expertise (specialist training in HPE)	5
Athletic/ fitness/ stamina/ active	4
Motivational	3
Safety	3
Physical capabilities - can carry out the skills being taught	3
Experience in teaching HPE	2
Ability to reflect on teaching/ student achievement	2
Advocate of & teaches healthy behaviours	2

Relationships	2
Commitment to school life	2
Role model for healthy living	2
Resourceful and creative	1
Ability to work with all children, teachers & families	1
Look the part (if they don't it doesn't work)	1
Hard worker/ drive	1
Holistic approach to health & wellbeing	1
Sports coaching qualifications	1

11. Are there any other details you would like to add on the issue of quality HPE experiences for children in schools?

Small schools (less than 100 children) - many of these schools are located in rural, regional or remote locations:

- It would be good to use supplementary staffing allocations in small schools to hire a specialist PE teacher to go around schools.
- There are too few of HPE teachers available in schools in NSW (not sure of other states).
- We use a program called 'Play is the way', we have tweaked it to include Fundamental Movement Skills (FMS). Teaches collaborative skills and resilience
- Choosing to opt out or being allowed to do non-cardio type activities is doing our children no good at all.

Medium sized schools (100-300 children):

- Emotional literacy
- The overcrowded curriculum makes it difficult to have more than 1 hour per week for HPE.
- Being a small school I couldn't have one person doing only HPE/PD. They would have to be an effective classroom teacher FIRST.
- Many sporting codes have clinics at schools. We tap into those regularly and have been successful ie. Rugby, League, AFL, Netball, Cricket
- Develop rapport with another person committed to a healthy lifestyle; HPE very important in developing physical and social skills and values.
- I always look for an outstanding classroom teacher with superior lit/ Num and social science knowledge and commitment but having someone who will organise, encourage and drive sport & PE program is fabulous! They must be excellent classroom teachers first.
- Many PE opportunities for Boys are not best provided because of the predominance of female staff in Primary Schools.

Principals of large schools (300-600 children) and very large schools (larger than 600 children):

- Fitness and sport are important and we need more qualified teachers.
- Our school has developed a Fitness Program (supported by live life well) so all teachers take responsibility (K-6) for planning fundamental movement programs. Sport (3-6) further refines these skills.
- Totally agree but I would be happy if teachers in general primary courses could major in HPE.
- All pre-service teachers need to be provided with greater training in this area – has positive results in the classroom and socially.
- I do not have the staffing flexibility to employ a specialist HPE teacher.
- In my definition HPE doesn't include 'sport' which has additional time attributed to it.
- NAPLAN & focus on Literacy and Numeracy is taking emphasis off the other KLAs like PDHPE & Creative Arts – very unfortunate.
- Quality experiences for kids come from committed teachers. PD/HPE teachers need to lead other, perhaps less enthusiastic teachers to take part in meaningful activities for kids.
- Specialist HPE teachers are most useful when they can support the curriculum and bring expertise to classroom teachers.
- Sport/ HPE isn't a huge part/ focus. Country school - active kids.

Small sized schools (less than 100 children) New South Wales

- 17 returned surveys

Total returned surveys	17
Total NSW Government schools	73
% within state	23.3%

1. Which teachers are responsible for HPE in your school (eg. Classroom, specialist HPE, outsourced)?

Classroom teacher	15	(88.2%)
Classroom teacher & HPE specialist	2	(11.8%)

2. If HPE is outsourced please give details of what is outsourced and background/qualifications of the people who take the classes?

No details/Not Applicable	12	(70.6%)
Teacher trained	1	(5.9%)
Gymnastics & dance	1	(5.9%)
Women's Health Nurse, Specialist coaches on occasions (golf, tennis, Zumba, gymnastics)	1	(5.9%)
Active After School Sport (qualified coaches)	1	(5.9%)
Dance (experienced dance teacher) & gymnastics (qualified instructor)	1	(5.9%)

3. Do you prefer to have specialist HPE teachers in your school?

Yes	7	(63.6%)
No	4	(36.4%)
No details/Not Applicable	6	

Comments explaining why:

Our school is too small to hire specialist teachers, and staff have good knowledge. They are specially trained to undertake courses such as gymnastics. They are specialists and know exactly what they are to do. Sections of the curriculum such as gymnastics or dance require specific expertise.

However we are an isolated small school, so we don't get much choice in our staff as there are not the teachers around and our teachers need to be very good at teaching many things as there are only two of us.

Qualified and quality instruction.

Can concentrate on latest innovations and resources.

I can't know it all – teaching specific skills correctly is important.

4. If your school does have a HPE specialist teacher, do they have specific HPE qualifications

Yes	2	(50.0%)
No	2	(50.0%)
No details/Not Applicable	13	

5. On average how much time of PE (lesson) engagement do students in your school receive weekly?

None	0	
Half an hour	0	
1 hour	7	(41.2%)
2 hours	9	(52.9%)
3 hours or more	1	(5.9%)

6. When employing staff, do you look at the university certificate/ testamur of potential staff?

Yes	9	(52.9%)
No	8	(47.1%)

7. When employing teachers do you peruse university transcripts of results?

Yes	4	(23.5%)
No	13	(76.5%)

8. As a Principal, would a course that qualifies teachers to be generalist classroom teachers and HPE specialists be of value?

No	1	(5.9%)
Maybe	3	(17.6%)
Probably	8	(47.1%)
Yes	5	(29.4%)

9. Would a testamur/ certificate that read “Bachelor of Primary Education (Health and Physical Education)” assist you with the employment of staff?

No	1	(5.9%)
Maybe	6	(35.3%)
Probably	5	(29.4%)
Yes	5	(29.4%)

10. What are the key attributes of a good HPE teacher?

HPE subject knowledge & dev appropriate pedagogy	18 (mentions)
Planning/ assessment and flexibility (organised)	9
Rapport /communication and management skills	9
Passion/ interest/ enthusiasm (children)	8
Introduce a variety of physical activities	3
Cater for all learning needs (empathy & support)	2
Engage students	2
Experience in teaching HPE	2
Motivational	2
Ability to reflect on teaching/ student achievement	2
Fun element in lessons	2
Good teacher/classroom	1
Team work	1
Relationships	1
Safe	1
Resourceful and creative	1
Ability to work with all children, teachers & families	1
Look the part (if they don't it doesn't work)	1

11. Are there any other details you would like to add on the issue of quality HPE experiences for children in schools?

It would be good to use supplementary staffing allocations in small schools to hire a specialist PE teacher to go around schools.

There are too few of HPE teachers available in schools in NSW (not sure of other states).

We use a program called ‘Play is the way’, we have tweaked it to include Fundamental Movement Skills (FMS). Teaches collaborative skills and resilience
Choosing to opt out or being allowed to do non-cardio type activities is doing our children no good at all.

Medium sized schools (100 – 300 children) New South Wales

- 21 returned surveys

Total returned surveys	21
Total NSW Government schools	73
% within state	28.8%

1. Which teachers are responsible for HPE in your school (eg. Classroom, specialist HPE, outsourced)?

Classroom teacher	17	(75.0%)
Classroom & specialist HPE	1	(12.5%)
Classroom teacher & outsourced	3	(12.5%)

2. If HPE is outsourced please give details of what is outsourced and background/qualifications of the people who take the classes?

No details/not applicable	17	(80.8%)
Gymnastics & dance (teacher trained)	1	(4.8%)
Yr 3-6 Friday Sport Specialist company (qualified coaches or teachers)		
Gym (whole school) – one term biennial		
Dance (whole school) – one term biennial	1	(4.8%)
Dance ‘Dance2Bfit’ (qualified instructors)	1	(4.8%)
Dance professionals – footsteps		
In 2 Cricket		
AFL clinics	1	(4.8%)
Except for gymnastics program outsourced this year		

3. Do you prefer to have specialist HPE teachers in your school?

Yes	9	(50.0%)
No	9	(50.0%)
No details/Not Applicable	3	

Comments explaining why:

This has never been possible in the NSW (public) system. A primary teacher is currently having to focus on literacy and numeracy with much more emphasis than the other KLAs. A specialist would have appropriate training to ensure that all activity’s learning programs are quality.

Explicit skills would be taught to all students and a continuum of skills, overseen by one person, would ensure all students were equally advantaged.

So that it is taught regularly and rigorously. Teachers should be involved in the lessons to give a positive attitude and impression to the participation and learning. Periodically e.g. For a gymnastics program.

The Physical Education, Health and Personal Development outcomes should be incorporated into the primary classroom, not segmented out.

There are certain areas, such as gym, that require specialists; dance used to support 'Spring Showcase' performance and Friday Sport to reduce ratios to 1:15 – to increase 'active time'.

No we need flexibility not one curriculum area.

For specialist areas such as dance and gymnastics as classroom teachers don't always have skills in this area.

Skills taught properly – forces teachers to take class to sport.

Yes. Most teachers are not confident and do not enjoy this aspect. Often not done in this case.

Student would receive consistent HPE activities tailored to their skills from specialists.

Having specially trained experts is always preferable. Not all teachers feel comfortable teaching HPE.

It's a specialist subject. Data from around the world backs up the idea of having specialist HPE teachers as a most successful model.

4. If your school does have a HPE specialist teacher, do they have specific HPE qualifications

Yes	1	(16.7%)
No	5	(83.3%)
No details/not applicable	15	

5. On average how much time of PE (lesson) engagement do students in your school receive weekly?

None	0	
Half an hour	1	(4.8%)
1 hour	8	(38.1%)
2 hours	12	(57.1%)
3 hours or more	0	

6. When employing staff, do you look at the university certificate/ testamur of potential staff?

Yes	11	(55.0%)
No	9	(45.0%)
No details/not applicable	1	

7. When employing teachers do you peruse university transcripts of results?

Yes	2	(10.0%)
No	18	(90.0%)
No details/not applicable	1	

8. As a Principal, would a course that qualifies teachers to be generalist classroom teachers and HPE specialists be of value?

No	2	(9.5%)
Maybe	5	(23.8%)
Probably	6	(28.6%)
Yes	8	(38.1%)

9. Would a testamur/ certificate that read “Bachelor of Primary Education (Health and Physical Education)” assist you with the employment of staff?

No	6	(28.6%)
Maybe	9	(42.8%)
Probably	3	(14.3%)
Yes	3	(14.3%)

10. What are the key attributes of a good HPE teacher?

HPE curriculum knowledge & dev appropriate pedagogy	14 (mentions)
Planning/ assessment and flexibility (organised)	9
Rapport /communication and management skills	8
Passion/ interest/ enthusiasm (children)	6
Good teacher/ classroom	6
Cater for all learning needs (empathy & support)	4
Engaging & fun for students	3
Athletic/ fitness/ stamina/ active	2
Advocate of & teaches healthy behaviours	2
Versatility	1
Introduce a variety of physical activities/skills	1
Commitment to school life	1
Relationship building	1
Hard worker/ drive	1
Role model for healthy living	1
Exemplary teaching ability	1
Expertise (specialist training in HPE)	1

11. Are there any other details you would like to add on the issue of quality HPE experiences for children in schools?

Emotional literacy

The overcrowded curriculum makes it difficult to have more than 1 hour per week for HPE.

Being a small school I couldn't have one person doing only HPE/PD. They would have to be an effective classroom teacher FIRST.

Many sporting codes have clinics at schools. We tap into those regularly and have been successful ie. Rugby, League, AFL, Netball, Cricket

Develop rapport with another person committed to a healthy lifestyle; HPE very important in developing physical and social skills and values.

I always look for an outstanding classroom teacher with superior lit/ Num and social science knowledge and commitment but having someone who will organise, encourage and drive sport & PE program is fabulous! They must be excellent classroom teachers first.

Many PE opportunities for Boys are not best provided because of the predominance of female staff in Primary Schools.

Large sized schools (300-600 children) New South Wales

- 27 returned surveys

Total returned surveys	27
Total NSW Government schools	73
% within state	37.0%

1. Which teachers are responsible for HPE in your school (eg. Classroom, specialist HPE, outsourced)?

Classroom teachers	22	(81.5%)
Classroom teachers & outsourced	5	(18.5%)

2. If HPE is outsourced please give details of what is outsourced and background/qualifications of the people who take the classes?

No details/Not Applicable	17	(63.0%)
Active After School Care (qualified tutors)		
Dance 2 b fit (qualified dance instructors)	1	(3.7%)
Only for specialist activities like gym	1	(3.7%)
Sports in School Australia		
10 wk program (biennial)	1	(3.7%)
Gymnastics – all trained	1	(3.7%)
Gymnastics (highly specialised)	1	(3.7%)
Gymnastics, sportskills, athletic skills	1	(3.7%)
AFL program (8 weeks) NSW AFL – ball skills	1	(3.7%)
Dance (K-2, 4-6) qualified company & teacher		
Fundamental Movement Skills (1 term)		
- qualified company		
Gym (Yr 3-4) – 1 term (qualified instructors)		
Various sports sessions		
basketball, AFL state body	1	(3.7%)
Gymnastics – trained PDHPE teachers	1	(3.7%)
Gymnastics Program (The Activated Group)	1	(3.7%)

3. Do you prefer to have specialist HPE teachers in your school?

Yes	8	(30.8%)
No	18	(69.2%)
No details/Not Applicable	1	

Comments explaining why:

I enjoy doing it myself.

Primary teachers are expected to be specialists in everything, so to cater for where our gaps are, specialist groups are employed (parents pay) eg. Dance. Allows for a range of sports/ activities to be offered to children

Aging staff may not be trained in PE/Sport

I, as principal, would prefer class teachers to take gymnastics as they can all meet the syllabus requirements but they are not confident. If not outsourced it won't be done.

Expertise and safety

Only for gym

Equipment, specialist skills

If the staff are not qualified in some areas then specialists ensure a quality program accompanied by safety.

Would be good for RFF (release from face-to-face) & Sport

I have been in schools where (and have taught) Health and PE as the Release from Face to Face (RFF) program. When taught in this vain, it is a most successful program and a greater emphasis can be placed on living healthy lifestyles.

Provide additional opportunities for our students.

Underskills the staff if you outsource.

We need to know the syllabus to teach and report on student outcomes.

A specialist HPE teacher would enable their expertise to be utilised across the school and at the same time allow class teachers to focus on other Key Learning Areas.

No need, depth.

4. If your school does have a HPE specialist teacher, do they have specific HPE qualifications

Yes	2	(33.3%)
No	4	(66.7%)
No details/not applicable	21	

5. On average how much time of PE (lesson) engagement do students in your school receive weekly?

None	0	
Half an hour	2	(7.4%)
1 hour	8	(29.6%)
2 hours	14	(51.9%)
3 hours or more	3	(11.1%)

6. When employing staff, do you look at the university certificate/ testamur of potential staff?

Yes	15	(57.7%)
No	11	(42.3%)
No details/not applicable	1	

7. When employing teachers do you peruse university transcripts of results?

Yes	4	(14.8%)
No	23	(85.2%)

8. As a Principal, would a course that qualifies teachers to be generalist classroom teachers and HPE specialists be of value?

No	1	(3.7%)
Maybe	7	(25.9%)
Probably	10	(37.1%)
Yes	9	(33.3%)

9. Would a testamur/ certificate that read “Bachelor of Primary Education (Health and Physical Education)” assist you with the employment of staff?

No	7	(25.9%)
Maybe	10	(37.1%)
Probably	8	(29.6%)
Yes	2	(7.4%)

10. What are the key attributes of a good HPE teacher?

HPE subject knowledge & dev appropriate pedagogy	18 (mentions)
Passion/ interest/ enthusiasm/ motivated/energy	13
Rapport /communication and management skills	11
Planning/ assessment and flexibility (organised)	10
Cater for all learning needs & ages (empathy & support)	7
Good teacher/classroom	6
Introduce a variety of physical activities/skills	4
Expertise	4
Physical capabilities - can carry out the skills being taught	2
Engage students & fun	2
Good level of fitness	2
Team Player	2
Holistic approach to health & wellbeing	1
Safety	1
Like working with children	1
Role model for healthy living	1
Participates/background in sporting activities	1
Motivate others	1
Team member of staff/ team player	1
Sports coaching qualifications	1

11. Are there any other details you would like to add on the issue of quality HPE experiences for children in schools?

Fitness and sport are important and we need more qualified teachers. Our school has developed a Fitness Program (supported by live life well) so all teachers take responsibility (K-6) for planning fundamental movement programs. Sport (3-6) further refines these skills.

Totally agree but I would be happy if teachers in general primary courses could major in HPE.

All pre-service teachers need to be provided with greater training in this area – has positive results in the classroom and socially.

I do not have the staffing flexibility to employ a specialist HPE teacher.

In my definition HPE doesn't include 'sport' which has additional time attributed to it. NAPLAN & focus on Literacy and Numeracy is taking emphasis off the other KLAs like PDHPE & Creative Arts – very unfortunate.

Quality experiences for kids come from committed teachers. PD/HPE teachers need to lead other, perhaps less enthusiastic teachers to take part in meaningful activities for kids.

Specialist HPE teachers are most useful when they can support the curriculum and bring expertise to classroom teachers.

Sport/ HPE isn't a huge part/ focus. Country school - active kids.

Very large sized schools (600 children and more) New South Wales

- 8 returned surveys

Total returned surveys	8
Total NSW Government schools	73
% within state	11.0%

1. Which teachers are responsible for HPE in your school (eg. Classroom, specialist HPE, outsourced)?

Classroom teachers	5	(62.5%)
Classroom teachers & outsourced	2	(25.0%)
Classroom teacher & HPE specialist	1	(12.5%)

2. If HPE is outsourced please give details of what is outsourced and background/qualifications of the people who take the classes?

No details/Not Applicable	4	(50.0%)
Trained teachers	1	(12.5%)
YMCA Coaches, Sportspro teachers do gymnastics	1	(12.5%)
Gymnastics program (paid by parents)	1	(12.5%)
Gymnastics (Gym Man – qualified gymnast		
Dance (Dance 2-B Fit).	1	(12.5%)

3. Do you prefer to have specialist HPE teachers in your school?

Yes	7	(87.5%)
No	1	(12.5%)

Comments explaining why:

Yes, specialist brings so much more expertise to the role. Can teach gymnastics.
 We know our students best
 Excellent programs – especially gymnastics
 Preparation to set up equipment
 Can look after all aspects ie. Carnivals, sport & PE
 Safety, skill knowledge
 Better to use internal expertise than having to get parents to pay.
 Skill set they provide.

4. If your school does have a HPE specialist teacher, do they have specific HPE qualifications

Yes	2	(50.0%)
No	2	(50.0%)
No details/Not Applicable	4	

5. On average how much time of PE (lesson) engagement do students in your school receive weekly?

None	0	
Half an hour	0	
1 hour	2	(25.0%)
2 hours	5	(62.5%)
3 hours or more	1	(12.5%)

6. When employing staff, do you look at the university certificate/ testamur of potential staff?

Yes	3	(37.5%)
No	5	(62.5%)

7. When employing teachers do you peruse university transcripts of results?

Yes	1	(12.5%)
No	7	(87.5%)

8. As a Principal, would a course that qualifies teachers to be generalist classroom teachers and HPE specialists be of value?

No	1	(12.5%)
Maybe	1	(12.5%)
Probably	0	
Yes	6	(75.0%)

9. Would a testamur/ certificate that read “Bachelor of Primary Education (Health and Physical Education)” assist you with the employment of staff?

No	1	(12.5%)
Maybe	4	(50.0%)
Probably	1	(12.5%)
Yes	2	(25.0%)

10. What are the key attributes of a good HPE teacher?

Knowledge of syllabus/ curriculum	2 (mentions)
A good teacher	1
Able to support students	1
Knowledge of quality teaching practice	1
Current knowledge	1
Exemplary management strategies	1
Quality program	1
Data collection/ sharing	1
Dedication	1
Wide area of skills and abilities	1
Ability to cater for slow to catch on	1
Enthusiasm and encouragement	1
Commitment to Health & Safety	1
Able to make FMS enjoyable	1
Organised	1

11. Are there any other details you would like to add on the issue of quality HPE experiences for children in schools?

Having a specialist PE teacher ensures that our students get 1 hour of quality PE instruction every week.

As a state school – I employ teachers with ‘Approval to teach’ and accredited codes. Mostly kids enjoy PE lessons – quality ie. Skills being taught is problematic